

OFFICE OF THE CITY MANAGER

NO. LTC#

208-2013

LETTER TO COMMISSION

TO:

Mayor Matti Herrera Bower and Members of the City Commission

FROM:

Jimmy L. Morales, City Manager

DATE:

June 14, 2013

SUBJECT Strategic Plan Update

The purpose of this Letter to Commission (LTC) is to update the Mayor and Commission on performance results based on feedback received from residents and businesses through the 2012 Community Satisfaction Survey and to invite you to the 2012 Survey Results presentation on June 28, 2013, at 2:30 p.m. in the training room at 1755 Meridian Avenue 3rd Floor.

The City's Strategic Plan undergoes this level of review as part of the City's Excellence Model, to ensure that the organization is allocating resources and efforts on the issues that are of most important to the community. Attached for your use is an updated copy of performance results.

Overall, residents enjoy living in the City of Miami Beach, and results indicate the Quality of Life ratings are high and have trended up since 2009. City services received a wide range of ratings. Residential Ratings were generally higher in the following areas: beach assessments, learning opportunities for youth, including Public schools, and appearance/maintenance of public buildings. Business owners generally think the City of Miami Beach is a good place to do business and ratings have trended up since 2009; however, City government is not necessarily perceived as a reason why business owners consider Miami Beach as a good place to do business.

Phillip Downs, Ph.D., Senior Partner at Kerr & Downs Research will conduct the presentation on the 2012 Survey results.

If you have any questions or need additional information, please feel free to contact me.

JLM/KGB/LDR

Attachment

C:

Executive Staff

Dr. Leslie Rosenfeld

Cleaner

KEY INTENDED	CITYWIDE KEY PERFORMANCE					RESULTS				
OUTCOMES	INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08_	FY 08/09	FY09/10	FY 10/11	FY 11/12
	% rating cleanliness of streets in business/ commercial areas as excellent or good	Residents Businesses	63%		61% 52%		71% 66%			69%√ 62%√
	% rating cleanliness of streets in neighborhoods as excellent or good	Residents	63%		65%		75%			74%√
IMPROVE CLEANLINESS OF MIAMI	% of citywide cleanliness assessments rating clean or very clean	Percent		65.2%	82.4%	80.3%	81.0%	79.4%	85.5%	87.8%√
BEACH RIGHTS OF WAY ESPECIALLY IN BUSINESS AREAS	Citywide Public Area Cleanliness Rating Index (1= Extremely Clean – 6=Extremely Dirty)	Rating	2.27 (Q4)	2.10	1.78	1.75	1.75	1.79	1.60	1.59√
	% rating cleanliness of city's waterways as excellent or good	Residents Businesses	49% 49%		54% 51%		61% 61%			57%√ 59%√
	% of waterway assessments rating clean or very clean	Percent		54.5%	69.4%	69.5%	71.9%	71.6%	83.9%	74.0%
	Public Area Cleanliness Rating Index for waterways (1= Extremely Clean – 6=Extremely Dirty)	Rating	2.92 (Q4)	2.59	2.08	2.09	2.10	2.11	1.70	1.96√
IMPROVE CLEANLINESS	% rating the overall quality of beaches (cleanliness, water quality) as excellent or good	Residents Businesses	80% 74%		75% 77%		83% 85%			84%√ 86%√
OF CITY BEACHES	% of beach assessments rating clean or very clean	City Responsibility		73.1%	81.4%	86.2%	84.4%	87.3%	90.2%	96.4%√
		County Responsibility		71.2%	74.0%	84.5%	85.8%	88.7%	93.2%	94.2%√
	Public Area Cleanliness Index rating for beaches –	City Responsibility	2.41 (Q4)	1.85	1.75	1.59	1.62	1.59	1.43	1.36√
	(1= Extremely Clean – 6=Extremely Dirty)	County Responsibility	2.52 (Q4)	1.93	1.91	1.70	1.61	1.63	1.48	1.42√

[√] Indicates Improvement (increase from survey base year or continuing positive trend)

CMB = City of Miami Beach

TBD = Measure under development or data pending

Blank = Data was unavailable or survey question was not asked in that year

Safer

KEY	CITYWIDE KEY				· F	RESULTS				
OUTCOMES	PERFORMANCE INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 11/12
	% rating overall quality	Residents	78%		78%		84%			66%
INCREASE VISIBILITY OF POLICE	of police (PD) as excellent or good	Businesses	90%		79%		81%			71%
	# of resident and business contacts initiated by public safety personnel	# of contacts		13,373	45,046	53,615	44,335	41,007	40,686	0*
	Unified Crime Report (UCR) Part 1 Crimes	Per 1,000: Population	109	101	101	108	110	109	119	111
MAINTAIN CRIME RATES AT OR BELOW NATIONAL TRENDS	(Property/ Violent Crimes) reported –per 1,000 population -per 1,000 average daily population	Avg. Daily Population	58	53	54	59	54	53	57	50√
	% rating how safe they feel in business /	Residents	66%		65%		88%			85%√
	commercial areas during the evening / night as very safe or reasonably safe	Businesses	69%		68%		80%			82%√

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*Neighborhood Courtesy Check card replaced Contacts program, with formal contacts with residents and business owners no longer tracked.

Beautiful and Vibrant; Unique Urban and Historic Environment; A Mature Stable Residential Community

KEY INTENDED	CITYWIDE KEY PERFORMANCE				I	RESULTS				
OUTCOMES	INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 11/12
ENSURE SAFETY AND APPEARANCE OF BUILDING STRUCTURES AND SITES	Under Development	Under development								TBD
	Average response time for # of elapsed days from 1st inspection to voluntary compliance	# of days	79	70	22	48			30	22√
ENSURE COMPLIANCE WITH CODE WITHIN REASONABLE	% rates of voluntary compliance as a % of cases initiated	Percent	90%	91%	24%	20%			30%	47%
TIME FRAME	Average # of days from initial complaint to compliance	# of days							40	36
	% rating enforcement of codes and ordinances in neighborhoods as acceptable or about the right amount	Residents	71%		61%		64%			61%
	% rating landscape maintenance in rights of way and public areas as excellent or good	Residents Businesses	77% 67%		77% 75%		83% 81%			79% 80%√
MAINTAIN MIAMI BEACH PUBLIC AREAS & RIGHTS OF WAY CITYWIDE	Public Area Appearance Rating Index	Under Development								TBD
	% of available public rights of way that have appropriate urban forest coverage	Percent			13%	19%	30%	34%	37%	45%√
PROTECT HISTORIC BUILDING STOCK	% of buildings 40 years or older complying with recertification	Percent						84.2%	88.6%	88.6%
	% rating the amount the city is doing for historic preservation as about the right amount	Residents Businesses	66% 57%		66% 63%		77% 77%			78%√ 82%√
MAINTAIN STRONG GROWTH MANAGEMENT POLICIES	% rating the effort to regulate development in the city as about the right amount	Residents Businesses	41% 45%		35% 36%		48% 53%			55%√ 61%√

ation excellent Residents Businesses After School (Avg.) Total Summer Day Camp Total Youth Athletics Total Summer Specialty Camps Total Playtime Total Participation Percentage	FY 04/05 78% 68%	789 1,408 1,253 1,107 47 4,368	FY06/07 79% 82% 882 1,373 1,442 1,154	937 1,224 2,087 1,193	85% 893 1,312 2,080 1,446	1,061 1,408 1,573 990	1,154 1,400 1,810 1,138	FY 11/12 85%√ 1,080√ 1,440√ 1,743√ 1,121
Businesses After School (Avg.) Total Summer Day Camp Total Youth Athletics Total Summer Specialty Camps Total Playtime Total Participation Percentage		1,408 1,253 1,107	82% 882 1,373 1,442 1,154	1,224 2,087 1,193	893 1,312 2,080	1,408 1,573	1,400 1,810	1,080√ 1,440√ 1,743√
(Avg.) Total Summer Day Camp Total Youth Athletics Total Summer Specialty Camps Total Playtime Total Participation Percentage		1,408 1,253 1,107	1,373 1,442 1,154	1,224 2,087 1,193	1,312 2,080	1,408 1,573	1,400 1,810	1,440√ 1,743√
Summer Day Camp Total Youth Athletics Total Summer Specialty Camps Total Playtime Total Participation Percentage		1,253 1,107 47	1,442 1,154	2,087 1,193	2,080	1,573	1,810	1,743√
Athletics Total Summer Specialty Camps Total Playtime Total Participation Percentage	-	1,107 47	1,154	1,193	·	·		
Summer Specialty Camps Total Playtime Total Participation Percentage		47			1,446	990	1,138	1,121
Playtime Total Participation Percentage			33	0.5				
Participation or Percentage		4,368		35	33	35	38	35√
			4,884	5,476	5,764	5,067	5,540	5,419√
			1.25%	2.75%	1.25%	.50%	1.25%	1.75%
Residents			58%		73%			66%√
Businesses bout the			44%		46%			46%
at Arts # of Participants			2,035	1,370	3,875	4,493	14,920√	17,415√
Sleepless Night				100,000		130,000	100,000	
Residents old leach nt as llent in			71%	-	80%			66%
Residents old of as a s a s cood			85%		88%			88%√
# of participants in Senior Scenes Club	52	482	467	632	728	970	1,050	1,212√
# of Senior				1, 403	1,358	2,262	3,135	2,582
a	# of participants in Senior Scenes Club	# of participants in Senior participants in City's Recreational	bold of s a s a s a s a s a s a s a s a s a s	and # of 52 482 467 participants in Senior Scenes Club # of Senior participants in City's Recreational	bild of sa a lood # of sa a lood # of sa a lood # of senior Scenes Club # of Senior participants in City's Recreational # of sa a look # of senior participants in City's Recreational # of sa a look # of senior participants in City's Recreational # of sa a look # of senior participants in City's Recreational # of sa a look # of senior participants in City's Recreational # of sa a look # of senior participants in City's Recreational # of sa a look # of senior participants in City's Recreational # of sa a look # of senior participants in City's Recreational # of senior participants in City's Recreation	# of participants in Senior Scenes Club # of Senior participants in City's Recreational	# of participants in Senior Scenes Club	# of participants in Senior Scenes Club # of Senior participants in City's Recreational

KEY INTENDED	CITYWIDE KEY PERFORMANCE				1	RESULTS				
OUTCOMES	INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 11/12
IMPROVE THE LIVES OF ELDERLY RESIDENTS (CONT.)	Total City dollars expended per elderly resident in the City (CDBG, Recreation \$'s, etc.)	\$ Amount		\$9.22	\$9.41	\$8.80	\$9.16	\$8.79	\$10.73	\$14.36√
	% of households with children rating Miami Beach city government as Good or Excellent in supporting meeting their expectations	Married, with children Divorced/ Separated, with children			62% 66%		67% 62%			69%√ 69%√
	% of households with	Married, with			80%		87%		-	88%√
	children rating the City of Miami Beach as a place to live as excellent or good	Children Divorced/ Separated with children			79%		86%		,	88%√
ENHANCE LEARNING	% of residents with children satisfied or very satisfied with public school within Miami Beach	Residents	53%		51%					91%√
OPPORTUNITIES FOR YOUTH	# of youth participants in City's programs, including International Baccalaureate	# of participants			9,709	6,911	14,378	15,592	18,640	20,557√
	Total City dollars appropriated/ allocated for youth resident in the City (compact \$s, grant funds, recreation \$s, etc.)	\$Amount (in millions)			\$8.3	\$8.2	\$8.8	\$8.1	\$8.0	\$7.8
	% of children in City	Reading	59%	67%	60%	65%	65%	65%	62%	68%√
	schools with measurable improvement from the prior year	Mathematics	70%	72%	67%	65%	73%	67%	71%	67%
	% rating City's ability to address	Residents	31%		32%		44%			42%√
REDUCE THE NUMBER OF	homelessness as excellent or good	Businesses	25%		28%		32%			31%√
HOMELESS	# of homeless in Miami Beach	Census Count	239	218	173	98	141	149	177	173
INCREASE ACCESS TO WORKFORCE OR AFFORDABLE	% rating availability of workforce housing as acceptable / the right amount	Residents	38%						-	
HOUSING	# of CMB affordable rental units	Units			4,699	4,607	4,605	4,633	4,743	4,796
PROMOTE AND CELEBRATE OUR CITY'S DIVERSITY	Under Development	Under Development								TBD

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Well-Improved Infrastructure

KEY INTENDED OUTCOMES	CITYWIDE KEY PERFORMANCE				•	RESULTS			-	
	INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY09/10	FY 10/11	FY 11/12
	% rating traffic flow on MB as excellent or good	Residents Businesses	36% 25%		24% 28%		31% 43%			23% 34%
ENHANCE MOBILITY	% of CMB major intersections meeting minimum Level of Service D adopted in the City's Comprehensive Development Master Plan	Percentage	17	22	22	22	22	22	22	TBD
THROUGHOUT THE CITY	Total bike lanes and pedestrian trail miles citywide	Miles	1	3	5	6	6	9	10	20√
	% rating the availability of bicycle paths/lanes throughout the City as about the right amount	Residents			35%		32%			45%√
	South beach bus circulator (the Local) ridership	Ridership (In Millions)		1.67	2.49	2.38	1.63	1.56	1.58	1.49
	% of residents rating the availability of parking throughout the city as about the right amount	Residents	21%		19%		21%			27%√
IMPROVE PARKING AVAILABILITY	% of businesses rating the availability of parking for customers and employees as excellent or good	Business	18%		28%		28%			40%√
	# of parking spaces	Garages	3,949	3,949	3,949	3,949	3,949	5,099	5,649	6,089√
		Attended Lots	1,306	1,306	1,306	1,081	981	886	886	886
		Metered Lots	4,455	4,455	4,456	4,508	4,559	4,536	4,536	4,536
		On Street Spaces (Est.)	3,888	3,888	3,888	3,888	3,888	3,888	3,888	3,888
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KEY INTENDED OUTCOMES	CITYWIDE KEY PERFORMANCE					RESULTS				
	INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY09/10	FY 10/11	FY 11/12
	% rating of recently completed capital improvement projects on MB as excellent or good	Residents Businesses	83% 79%		84% 86%					81%
ENSURE VALUE AND TIMELY DELIVERY OF QUALITY CAPITAL PROJECTS	% of projects with substantially completed construction and in beneficial use within 120 days of construction schedule	Percent		75%	100%	94%	100%	88%	84%	TBD
	% of change orders as a % of contracted amount (2003-2008: Total change order value as percent of original contracted construction amount)	Percent				6.0%	3.2%	4.8%	8.1%	9.7%
	% rating the appearance and maintenance of the City's public buildings as Excellent or Good	Residents Businesses	80% 73%		81% 77%		87% 85%			87%√ 83%√
ENSURE WELL- MAINTAINED FACILITIES		City Hall Historic City Hall	.14 .60			.13 .10		.32 .01		.25 .04√
		777 17 Street		.10		.25		.22		.29
		Bass Museum		.08		.08		.18		.15
		Acom Theater		.13		.13		.31		.44
	Facility Condition Index for City of Miami	Police Station	_	.12		.10		.17		.21
	Beach Facilities (cost of deferred maintenance as a	21st Comm. Ctr		.04		.03		.11		.17
	percent of the value of the facility)	21st Bandshell		.09		.09		.15		.52
		MB Ballet		.13		.13		.16		.08√
		Carl Fisher Club House		.08		.09		.32		.36
		MB Golf Club House		.05		.01		.02		.04
		South Shore Comm Ctr.		.46		.37		.44		.06√
		North Shore Youth Ctr.		.07		.12		.14		.18

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KEY INTENDED OUTCOMES	CITYWIDE KEY PERFORMANCE			•		RESULTS				
OUTCOMES	INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY09/10	FY 10/11	FY 11/12
ENSURE WELL- MAINTAINED FACILITIES (CONTINUED)	% of Facility Cost Index ratings scoring below 0.15 (good or better)	Percent		35%	59%	72%	60%	60%	38%	62%
	% rating as excellent or good: Condition of roads (smoothness, street repair, etc.)	Residents Businesses	47% 36%		48% 37%		55% 48%			44% 40%
	% of roadway lane miles assessed in good condition	Percent		63%	45%	48%	49%	52%	49%	50%
	% rating the conditions of sidewalks (few or no cracks) as excellent or good	Residents Businesses	53% 48%		49% 54%		64% 66%			58% 64%√
MAINTAIN CITY'S INFRASTRUCTURE	# of sidewalk complaints	# of complaints						79	50	47√
·	% of utility pipe miles assessed in good condition	Percent		60%	55%	70%	60%	60%	60%	TBD
	% of CMB street and landscape lighting assessed in good condition	Percent			75%	85%	87%	87%	75%	86%
	% of City-owned bridges assessed in good condition (Calendar Year)	Percent			73.4%	76.7%	77.0%	83.0%	100%	100%√
IMPROVE STORM DRAINAGE CITYWIDE	% rating as excellent or good: storm drainage	Residents Businesses	·45% 38%		42% 37%		44% 45%			37% 37%
PRESERVE OUR BEACHES	# of beach hotspots that are unusable due to erosion	# of unusable hotspots								1.0

Culture, Entertainment Tourism Capital and International Center for Innovation and Business

KEY INTENDED	CITYWIDE KEY PERFORMANCE				R	RESULTS				
OUTCOMES	INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 11/12
	# of attendees at City Theaters	Colony			23,842	26,492	34,911	29,774	29,673√	33,964
		Byron			26,942	10,399	2,406	5,485	5,539	5,391
		Fillmore			96,087	82,703	72,642	94,279	115,658	155,073√
MAXIMIZE MIAMI BEACH AS A DESTINATION BRAND	Tourism Indicators (Calendar Year)	# of Overnight Visitors (In Mill) stayed in MB Hotel	5.3	5.1	4.9	4.9	5.4	5.6	5.5	5.8
5.5.11.5		Average Room Rate	\$195	\$164	\$182	\$201	\$167	\$198	\$211	\$227
		Average Occupancy	72%	71%	74%	72%	65%	68%	75%	76%
IMPROVE CONVENTION CENTER FACILITY	% occupancy at the Miami Beach Convention Center	Occupancy	58%	61%	70%	63%	61%	61%	54%	61%
DIVERSIFY BUSINESS BASE	% of businesses that rate the City of Miami Beach as one of the best, above average, or average places to run a business	Best, Above Average Average	75%		83%		87%			87%√
IN MIAMI BEACH	% of businesses that would recommend Miami Beach to others as a place to run a business	Would recommend			62%		67%			70%√
	# of business assistant contacts	# of Contacts				117	162	182	181	101
	% rating experience with Building Department as	Residents Businesses			42% 46%		47% 57%			47%
IMPROVE BUILDING DEVELOPMENT RELATED PROCESSES	Rejection rates for inspections and plans	Percentage Inspections				25.1%	24.0%	18.9%	20.1%	18.8%
		Plans				19.8%*			28.6%**	30.0%
	Turnaround time for plans review	# of Days				23.1	16.1	19.2	18.2	15.8√

Maximizing Value to Our Community for the Tax Dollars Paid

KEY	CITYWIDE KEY					RESULTS				
INTENDED OUTCOMES	PERFORMANCE INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 11/12
MAXIMIZE EFFICIENT DELIVERY OF SERVICES	% rating the Overall Value of City services for tax dollars paid as Good or Excellent	Residents Businesses	50% 41%		46% 55%		65% 55%			56% 52%
CONTROL COSTS OF PAYROLL INCLUDING SALARY AND	Average salary and fringe paid per City employee	\$ Amount Salary Fringe			62,460 33,696	64,459 36,842				TBD TBD
FRINGES/ MINIMIZE TAXES/ ENSURE EXPENDITURE TRENDS ARE SUSTAINABLE OVER THE LONG TERM	Operating Millage Rate	Millage Rate	7.425	7.481	7.374	5.6555	5.6555	5.6555	6.2155	6.1655√
	% rating the City of Miami Beach as a place to live as excellent or good	Residents	84%		83%		87%			89%√
INCREASE	% rating Miami Beach city government as Good or Excellent in meeting their expectations	Residents Businesses	66% 42%		61% 58%		75% 68%			67% 61%
COMMUNITY SATISFACTION WITH CITY GOVERNMENT	% that agree or strongly agree that it was easy to get to someone who could help them during their most recent contact with the city (by source of info and reason for contact)	Residents Businesses	56% 57%		63% 61%		70% 68%			70%√ 61%
	% that agree or strongly agree that employees that assisted during their most recent contact with the city had the proper training and knowledge (by source of info and reason for contact)	Residents Businesses	65% 67%		65% 69%		78% 75%			75%√ 74%√
	Average overall rating for city service shopper program (1-Not Satisfied to 5-Extremely Satisfied)	Rating		3.39	3.78	4.16	3.69	4.10	3.93	4.08√

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^{* =} Based on average of May 2008 through September 2008

** = Based on average of January n2011 through September 2011

KEY	CITYWIDE KEY				R	ESULTS				
INTENDED OUTCOMES	PERFORMANCE INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 11/12
	Average # of days to issue a business tax receipt	Number of days						10	10	9
INCREASE COMMUNITY SATISFACTION WITH CITY GOVERNMENT (CONTINUES)	% rating overall quality of fire, EMR, ocean rescue (OR) and emergency/hurricane preparedness as excellent or good	Fire Residents Businesses EMR Residents Businesses Ocean Rescue Residents Businesses Emergency Prepared Residents Businesses	96% 85% 90% 81% 95% 74% 91%		96% 96% 91% 93% 92% 93% 84%		97% 95% 96% 93% 95% 95% 92%			91% 93% 89% 93%√ 86% 88% 83%
	% of Key Performance Indicators improved in the last fiscal year	Percent		11%	35%	39%	58%	65%	54%	TBD

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Supporting Outcomes to Sustainability of Vision

KEY	CITYWIDE KEY				R	ESULTS				
INTENDED OUTCOMES	PERFORMANCE INDICATORS		FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 11/12
	% participation in recycling programs	Residential Commercial								TBD TBD
ENHANCE THE ENVIRON- MENTAL SUSTAINABILITY	Tons of residential waste recycled	# of tons		349	536			2,016	2,085	2,111√
OF THE COMMUNITY	% of City facility energy use supplied by renewable sources	Percent						0%	0%	0%
	# of private buildings with Silver LEED certification	Number of Buildings	0	0	0	0	0	0	1	2√
ENHANCE	% that feel the amount of information they get is the right amount	Residents Businesses	60% 50%		62% 55%		79% 66%			87%√ 88%√
EXTERNAL AND INTERNAL COMMUNICA-TIONS FROM AND WITHIN THE CITY	% that strongly agree or agree that the City of Miami Beach government is open and interested in hearing their concerns	Residents Businesses	66%		62% 58%		69% 61%			67% 59%
EXPAND	% of transactions available on-line	Under Development								TBD
E-GOVERNMENT	# of types of transactions available on line	# of Types	47	52	58	62	66	79	82	82√
IMPROVE PROCESS THROUGH	Business Case estimates of \$'s to be saved or additional \$'s to be generated through information technology investments	\$ Amount			\$50,000	\$85,000	\$6,200	0	\$181,000	TBD
INFORMATION TECHNOLOGY	\$ Information Technology investments to increase revenue, improve efficiency or improve customer service	\$ Amount (in millions)		0.587	0.695	1.043	0.298	0.552	0.199	TBD

KEY INTENDED OUTCOMES	CITYWIDE KEY PERFORMANCE INDICATORS	RESULTS								
			FY 04/05	FY 05/06	FY06/07	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 11/12
IMPROVE THE CITY'S OVERALL FINANCIAL HEALTH AND MAINTAIN OVERALL BOND RATING	Overall city bond rating	Moody's:	A1	Aa3	Aa3	Aa3	Aa3	Aa2	Aa2	Aa2√
		S&P:	AA-	AA-	AA-	AA-	AA-	AA-	AA-	AA-
	\$'s in City General Fund reserve accounts	11% Emergency Revenue	\$18.6m	\$22.5m	\$24.1m	\$25.5m	\$26.0m	\$25.0m	\$26.2m	\$27.0m
		6% Contingency Reserve		\$14.1m	\$12.3m	\$12.6m	\$13.8m	\$13.6m	\$14.3m	\$14.7m
	\$'s in Internal Services Fund Reserve Accounts	\$ Amount						\$0.64m		TBD
	\$'s in Enterprise Fund Reserve Accounts	\$ Amount					_	\$20.8m		TBD
PROMOTE TRANSPARENCY OF CITY OPERATIONS	Under Development									TBD
STRENGTHEN INTERNAL CONTROLS	Under Development					·				TBD
ATTRACT AND MAINTAIN A WORKFORCE OF EXCELLENCE	% of employees agreeing or strongly agreeing that they would recommend the City as a place to work	. Percent			83.8%					
	% of employees agreeing or strongly agreeing that they are proud to be a City employee	Percent N			93%					
	Employee turnover rate	Percent		1.3%	.6%	1.3%	8%	.6%	1.0%	12.6%
	Employee vacancy rate	Under Development								TBD